

# **THE BRITISH ASSOCIATION OF SPORT AND EXERCISE SCIENCES**

## **EQUAL OPPORTUNITIES POLICY**

### **1. STATEMENT OF EQUAL OPPORTUNITIES**

The British Association of Sport and Exercise Sciences is committed to the achievement of equality of opportunity in dealing with its members and in its employment policies. This includes ensuring equality of opportunity in academic and professional training, accreditation procedures and to users of sport and exercise science services. The Association aims to ensure that no member, or user of services provided by Association members, participant in research, employee or job applicant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation within the UK, or is disadvantaged by terms or requirements which cannot be justified. Unless specified otherwise, these equality strands are to be considered and referred to in the responsibilities identified below.

The Association is committed to working towards appropriate procedures that can be used by individuals if they feel they have been unjustly treated with respect to the terms of this policy.

Overall responsibility for the implementation and monitoring of the policy rests with the Board of the Association.

All members of the Association have the responsibility to ensure they comply with this policy. More specific responsibilities fall upon the Board, as detailed below.

### **2. POLICY**

The policy is divided into sections based on the areas of significant activity within the Association. BASES will work proactively to ensure equality of representation and outcomes.

#### **2.1 Areas of Responsibility and Significant Activity**

##### **Positions of Responsibility on Board and Division Committees**

All committees, including the Board, will endeavour to ensure that the views and interests of all equality strands are sought and represented where possible via consultation. This includes the consideration of positions of responsibility on the Board and Division Committees.

##### **Meetings and Conferences**

The Association will strive to ensure that:

- Access to meetings and conferences is available to disabled members
- The refereeing process for papers at conferences should be 'blind'
- It actively seeks speakers at conferences and workshops from a representative mix of people
- Topics selected for the above reflect the diversity and constituency of members of the Association
- Egalitarian language and images are used in all the presentations at the above and in the Association's publications and publicity
- When used in presentations at the above, examples and models are derived from a representative sample and mix of sources.

##### **Honours and Awards**

The Association will strive to ensure that:

- There are systematic procedures for selecting people for honours and that these are made clear to all members
- There are clear criteria for selecting people for such honours and that these criteria are known and explicit.

## **Journal of Sports Sciences (JSS)**

The Association will encourage the *JSS* Editorial Board to:

- Use a 'blind review' process
- Publish articles that reflect all Divisions of the Association fairly
- Monitor the above and consider the reasons for any imbalances
- Require authors to use egalitarian language in all articles accepted for publication.

## ***The Sport and Exercise Scientist***

The Association will encourage *The Sport and Exercise Scientist* Editorial Advisory Board to:

- Publish articles that reflect all Divisions of the Association fairly
- Monitor the above and consider the reasons for any imbalances
- Require authors to use egalitarian language in all articles accepted for publication.

## **Individual Members**

It is the responsibility of each individual member to ensure that:

- They comply with the Association's Code of Conduct in the applied practice of sport and exercise sciences
- They comply with the Association's Code of Conduct when conducting research
- They regularly review the ways in which they work in order to ensure that standards of practice and research are being applied fairly to all users of sport and exercise science services and participants in research.

## **2.2 Monitoring**

The Association will:

- Monitor the composition of Committees by sex, race and disability
- Update existing records
- Ask Divisions to consider how well the policy is being implemented in their area.

## **3. IMPLEMENTATION**

This document outlines the stated policy of the Association. Further documentation will be required to detail how the policy will be implemented and the procedures necessary for monitoring its implementation and effectiveness. It is recommended that a special group be implemented which will:

- Seek to establish the constituency of the Association in terms of age, disability, race and sex
- Produce detailed guidelines on equality issues (e.g. in research, practice and employment)
- Provide advice and training where necessary
- Assist with developing and monitoring procedures
- Produce guidelines on, and implement a complaints procedure.

## **4. REVIEW OF POLICIES AND PROCEDURES**

The policy will be reviewed every two years to ensure that it remains appropriate to the aims of the Association.

Debbie Pearce, Executive Officer  
Updated 10 August 2009

Dr Claire Hitchings, Executive Officer  
Updated 2 November 2010.